

CLASS SPECIFICATION
County of Fairfax, Virginia

CLASS CODE: 3125

TITLE: PUBLIC HEALTH NURSE III

GRADE: S-25

DEFINITION:

Under periodic supervision, provides advanced-level of public health nursing services, EITHER with District-Wide responsibility overseeing a nursing specialty (e.g. HIV, Respite, Epidemiology, Hospital Liaison, Adult Day Care, Volunteer Coordination, CHCN Liaison) within a specific public health program OR serves as a working supervisor, with responsibility for the supervision and training of professional and paraprofessional staff and provides public health nursing services; and performs related work as required.

DISTINGUISHING CHARACTERISTICS OF THE CLASS:

This class differs from Public Health Nurse II in that the former provides direct public health nursing services only whereas in addition to providing direct public health nursing services, the Public Health Nurse III either oversees a specialty area or supervises professional and paraprofessional staff. This class also differs from Public Health Nurse IV in that the latter supervises professional staff and manages a district office with budget responsibilities including capital equipment, personnel, and physical space, or has overall management of a specific public health program with responsibilities for the program budget.

ILLUSTRATIVE DUTIES:

Functions as a liaison between specialty area and field;
Manages a case load, develops case plans, serves as case manager;
Participates in the assessment and identification of the need to expand services to address emerging issues or service gaps in the County's community health service delivery system, making recommendations for improvements or changes;
Delivers community health education programs to update public knowledge and promote service utilization;
Responds to complex questions from clients, the public, and other health care providers;
Coordinates County health services with other county and state public health agencies and social services;
Demonstrates procedures to others according to established policies, and protocols and guidelines;
Provides site/subject matter expertise i.e. reliable accurate knowledge policies and procedures as defined in area of specialization (HIV, Epidemiology, etc);
Participates in establishment of priorities for projects and develops protocols within specialty area in conjunction with appropriate staff;
Develops and teaches programs for new and existing staff orientation in collaboration with Nurse Education-Research Coordinator;
Coordinates the review of the quality and efficiency of health care plans for individual clients and/or groups in conjunction with appropriate staff;
Assesses community learning needs for general and specific public health education programs;
Evaluates the success of public health education programs in achieving desired objectives;
Sets priorities at team level in conjunction with PHN IV;

Directly supervises professionals/ paraprofessionals, students & volunteers;
Has responsibility for orientation and training of immediate staff and others upon request;
Develops team based action plans to resolve issues;
Provides consultative feedback within specialty program; (e.g. Communicable Diseases)
Participates in specific projects;
Assists staff on patient health care plan and the existence and applicability of County and community resources in meeting health care needs;
Assists in establishing protocols for evaluating the effectiveness and utilization of the County's health care service delivery system, as requested;
Evaluates services, maintains statistics, identifies trends, and provides written recommendations;
Assesses and identifies solutions to address emerging issues or service gaps, making recommendations for improvements or changes for assigned specialty area or team within specialty program;
Evaluates the quality and efficiency of health care plans for individual clients and/or the team;
Identifies professional development needs;
Participates in the development of budget for specialty programs;

REQUIRED KNOWLEDGE, SKILLS, AND ABILITIES:

Considerable knowledge of public health nursing theories, principles, practices, methods, processes, and procedures required to provide quality patient care;
Knowledge of human growth and development, anatomy, physiology, pharmacology, preventive medicine, epidemiology, and nutrition;
Knowledge of current practices; literature, and trends in public health nursing to include environmental, economic, psychological, social (e.g., family and group dynamics), cultural and linguistic issues or barriers impacting assessment, planning, delivery, and evaluation of nursing services to the community;
Knowledge of documentation, nursing diagnosis, and quality assurance;
Ability to perform technical and advanced nursing procedures (e.g., injections, venipuncture, blood pressure screening, STD check, tube feeding, nebulizations), and using medical equipment in delivering specialized services to the clients as appropriate within assigned area or specialty program;
Knowledge of medical and legal policies, guidelines, principles, practices, and standards governing public health nursing as well as nursing specialization;
Extensive knowledge of available community resources for referral and follow-up;
Ability to manage human and/or facility emergencies and perform emergency treatments related to life-threatening conditions;
Ability to interpret and apply the professional standards of nursing practice, County health department policies and procedures and applicable federal, state, and County laws and regulations;
Ability to build, maintain, and promote effective partnerships (e.g., health care providers) that support planning, delivery, monitoring, and evaluation of health care services;
Ability to relate well to clients from varied backgrounds and different situations;
Ability to manage or diffuse situations involving clients or county staff that may appear difficult, hostile, or distressed;
Ability to identify problems and make sound, well-informed, and objective decisions or judgments relating to client health care;

Ability to assess the quality, appropriateness, implications, and impact of decisions or judgments made by others and identify courses of corrective action, where appropriate;

Ability to provide health training to clients and families with complex, multiple health needs, using knowledge of adult learning concepts;

Ability to use technology to retrieve and analyze data, and communicate or share public health information in the appropriate format with stakeholders, other relevant parties, and the community;

Ability to implement public health nursing programs;

Ability to identify and advocate the need for changes in the County's public health care delivery system;

Ability to assign and supervise the work of professionals, paraprofessionals, volunteers, and/or students;

Ability to develop, plan, and coordinate services with other disciplines and health care providers;

Ability to develop budget for the specialty program (e.g., TB).

EMPLOYMENT STANDARDS:

Any combination of education, experience, and training equivalent to:

Graduation from a college or university accredited by the National League for Nursing with a bachelor's degree in Nursing; PLUS

Three years of post-licensure experience as a nurse in an equivalent health care setting whose focus was primarily prevention services and community education, including two years in a public health/community health setting; PLUS

At least one year experience in a public health/community health specialty area or supervisory responsibilities.

CERTIFICATES AND LICENSES REQUIRED:

Possession of current license to practice as a Registered Nurse in the Commonwealth of Virginia;

Selected positions or area(s) may require additional certifications (e.g., CPR, STD) to practice specialized Nursing skills;

Selected positions or area(s) of assignment may require the incumbent to possess a valid Motor Vehicle Driver's License.

NECESSARY SPECIAL REQUIREMENTS:

All positions or area(s) of assignment will require the incumbent to successfully complete a state criminal history record check prior to appointment if not already on record.

REVISED:	July 8, 2006
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